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Human resources management

Report of the Fifth Committee

Rapporteur: Mr. Noel **González Segura** (Mexico)

I. Introduction

1. At its 2nd plenary meeting, on 16 September 2011, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its sixty-sixth session the item entitled "Human resources management" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 9th and 25th meetings, on 17 October and 23 December 2011. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/66/SR.9 and 25).

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Secretary-General on amendments to the Staff Regulations (A/65/213);

(b) Report of the Advisory Committee on Administrative and Budgetary Questions on human resources management (A/65/537, sect. VII);

(c) Report of the Secretary-General on personal conflict of interest (A/66/98);

(d) Report of the Secretary-General on his practice in disciplinary matters and possible criminal behaviour, 1 July 2010 to 30 June 2011 (A/66/135);

(e) Report of the Secretary-General on the activities of the Ethics Office (A/66/319 and Corr.1);

(f) Report of the Secretary-General on the composition of the Secretariat: staff demographics (A/66/347);

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(g) Report of the Advisory Committee on Administrative and Budgetary Questions on human resources management (A/66/511 and Corr.1);

(h) Notes by the Secretary-General transmitting the report of the Joint Inspection Unit entitled "Inter-agency staff mobility and work/life balance in the organizations of the United Nations system" (A/66/355) and his comments and those of the United Nations System Chief Executives Board for Coordination thereon (A/66/355/Add.1).

II. Consideration of draft resolution A/C.5/66/L.4

4. At its 25th meeting, on 23 December, the Committee had before it a draft resolution entitled "Human resources management" (A/C.5/66/L.4), submitted by the Rapporteur of the Committee on the basis of informal consultations.

5. At the same meeting, the Secretary of the Committee orally corrected the draft resolution by inserting "398,300 United States" before the words "dollars for the development of the information technology platform" and "3,880,100" before the words "dollars allocated to the Ethics Office" in operative paragraph 14.

6. Also at the 25th meeting, the Committee adopted draft resolution A/C.5/66/L.4 without a vote (see para. 7).

III. Recommendation of the Fifth Committee

7. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Human resources management

The General Assembly,

Recalling its resolutions 49/222 A and B of 23 December 1994 and 20 July 1995, 51/226 of 3 April 1997, 52/219 of 22 December 1997, 52/252 of 8 September 1998, 53/221 of 7 April 1999, 55/258 of 14 June 2001, 57/305 of 15 April 2003, 59/266 of 23 December 2004, 60/1 of 16 September 2005, 60/238 of 23 December 2005, 60/254 of 8 May 2006, 60/260 of 8 May 2006, 61/244 of 22 December 2006, 62/238, section XXI, of 22 December 2007, 62/248 of 3 April 2008, 63/250 of 24 December 2008, 63/271 of 7 April 2009 and 65/247 of 24 December 2010, and its decisions 64/546 of 22 December 2009 and 64/548 of 24 December 2009,

Recalling also its resolutions 52/226 A and B of 31 March 1998, 54/14 of 29 October 1999, 58/296 of 18 June 2004, 59/287 of 13 April 2005, 60/266 of 30 June 2006, 61/246 of 22 December 2006, 61/276, section VIII, of 29 June 2007 and 62/269 of 20 June 2008, as well as its other relevant resolutions and decisions,

Having considered the relevant reports of the Secretary-General on human resources management submitted to the General Assembly,[1] and the related reports of the Advisory Committee on Administrative and Budgetary Questions,[2]

Having also considered the report of the Joint Inspection Unit on inter-agency staff mobility and work/life balance in the organizations of the United Nations system,[3] as well as the note by the Secretary-General transmitting his comments and those of the United Nations System Chief Executives Board for Coordination thereon,[4]

Reaffirming that the staff of the United Nations is an invaluable asset of the Organization, and commending its contribution to furthering the purposes and principles of the United Nations,

Emphasizing the fundamental importance of human resources management reform in the United Nations as a contribution to the strengthening of the international civil service,

1. *Endorses* the conclusions and recommendations contained in the reports of the Advisory Committee on Administrative and Budgetary Questions,[2] subject to the provisions of the present resolution;

2. *Expresses serious concern* that progress towards the goal of 50/50 gender balance in the United Nations system, especially at senior and policymaking levels, in conformity with Article 101, paragraph 3, of the Charter of the United Nations, has been slow;

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[1] A/65/213, A/66/98, A/66/135, A/66/319 and Corr.1 and A/66/347.

[2] A/65/537, sect. VII, and A/66/511 and Corr.1.

[3] See A/66/355.

[4] A/66/355/Add.1.

3. *Reiterates its requests* to the Secretary-General to increase his efforts to attain and monitor the goal of gender parity in the Secretariat, in particular at senior levels, and in this context to ensure that women, especially those from developing countries and countries with economies in transition, are appropriately represented within the Secretariat, and to report thereon to the General Assembly at its sixty-seventh session;

4. *Reiterates* that the Secretary-General has to ensure that the highest standards of efficiency, competence and integrity serve as the paramount consideration in the employment of staff, with due regard to the principle of equitable geographical distribution, in accordance with Article 101, paragraph 3, of the Charter of the United Nations;

5. *Reiterates its request* to the Secretary-General to continue his ongoing efforts to ensure the attainment of equitable geographical distribution in the Secretariat and to also ensure as wide a geographical distribution of staff as possible in all departments, offices and levels, including at the Director and higher levels, of the Secretariat, and in that regard reiterates its request contained in paragraph 64 of resolution 65/247;

6. *Urges* the Secretary-General to ensure that the recruitment of candidates is carried out in accordance with the established recruitment procedures, including through the use of the national competitive recruitment examination roster, which has been replaced by the young professionals programme;

7. *Recalls* paragraph 7 of the report of the Advisory Committee on Administrative and Budgetary Questions[5] and requests the Secretary-General to address the problem of the high number of the posts subject to the system of geographical ranges not encumbered by staff having geographical status;

8. *Stresses* that the Secretary-General should not recur to the practice of temporarily filling posts in the Professional and higher categories with General Service staff members who have not passed the General Service to Professional category examination other than on an exceptional basis and requests the Secretary-General to ensure that temporary occupation of such posts by the General Service staff shall not exceed a period of one year, effective 1 January 2013, and to report thereon to the General Assembly, including on the rationale of such practice, every two years, starting at its sixty-seventh session;

9. *Takes note* of paragraph 8 of the report of the Advisory Committee on Administrative and Budgetary Questions, referred to in paragraph 7 above, reiterates section VII of resolution 65/247 and looks forward to the report of the Secretary-General to the General Assembly at its sixty-seventh session on human resources management, which should include, inter alia, details on the implementation of that resolution;

10. *Welcomes* the launch of the online reporting tool entitled "HR Insight" and requests the Secretary-General to ensure that the information provided in the portal is systematically developed and periodically updated;

11. *Requests* the Secretary-General, in the context of his report on the activities of the Ethics Office during the main part of the sixty-seventh session of the General Assembly, to provide information on his efforts to address and mitigate

[5] A/66/511 and Corr.1.

personal conflicts of interest and in this regard, to propose measures such as the extension to other staff categories of the financial disclosure programme and post-employment restrictions;

12. *Decides* that staff regulation 1.2 (m) will be amended to read: "A conflict of interest occurs when, by act or omission, a staff member's personal interests interfere with the performance of his or her official duties and responsibilities or with the integrity, independence and impartiality required by the staff member's status as an international civil servant. When an actual or possible conflict of interest does arise, the conflict shall be disclosed by staff members to their head of office, mitigated by the Organization and resolved in favour of the interests of the Organization";

13. *Welcomes* the significant efforts made by the Ethics Office towards the implementation of the financial disclosure programme and requests the Secretary-General to ensure full compliance by staff in fulfilling their financial disclosure requirements;

14. *Decides* to absorb the amount of 398,300 United States dollars for the development of the information technology platform within the amount of 3,880,100 dollars allocated to the Ethics Office in the regular budget for the biennium 2012-2013;

15. *Recognizes* the work of the Joint Inspection Unit, and in this regard takes note of the report of the Unit on inter-agency staff mobility and work/life balance in the organizations of the United Nations system;[3]

16. *Requests* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to expedite the conclusion of a revised version of the inter-agency agreement on inter-organization movement and to ensure its utilization by all organizations of the United Nations common system;

17. *Recalls* section C, paragraph 13, of its resolution 65/248;

18. *Also recalls* section II, paragraph 34, of its resolution 65/247 and looks forward to its consideration of a comprehensive proposal on a mobility policy at its sixty-seventh session.